

Role of Education and Skill Training in Human Resource Development

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Abstract

Human resource development (HRD) has playing vital role in economic development of a country. The development of human resources is one of the most crucial factors in the process of economic development. Human resource development is associated with investment in man and it is creative and productive resources. Investment in education and skill training promote economic development. Third World countries have remained underdeveloped an account of under development of human resources, because the general masses in these countries are either illiterate or their level of education is very low, most of them are unskilled and untrained.

The primary education becomes people to understanding the problem faces in improving production of farm, factory or office. The education and training of secondary school prepares people for vocational skills. It is useful in such varied professions as farming, manufacturing, teaching, nursing, insurances etc. The higher education and training of collage and university enables people to contribute to the expansion of output in engineering, architecture, machine, building etc,

The investments in education enhance human capital formation. But expenditure on education is not considered as an investment in human resources yet in Govt. Plans in India. Public expenditure on education in India is most inadequate. The expansion of higher education has been completely unplanned, unwieldy and chaotic. There is imbalance and distortions in the area of technical education in India. The development of all levels of education in India was quantitative rather than qualitative.

KEYWORDS:- HRD, Education, Skill training, GDP, Expenditure, Infrastructural Facilities, Capital formation.

Introduction - The development of human resources is one of the most crucial factors in the process of economic development. According to Prof. Frederick Harbison "Human resources constitute the ultimate basis for the wealth of nations. Capital and natural resources are passive factors of Production, human beings are the active factor that accumulates capital exploit natural resources, build social, economic and political organization and carry forward national development." So human resource development is associated with investment in man and it is creative and productive resources. Investment in education and skill training promote economic development. So author try to explain the role of the educations and skill training in HRD and also importance of HRD in the process of economic development in this research paper.

Objective of the study :-

- 1) To explain the concept and importance of HRD in economic development
- 2) To Study the role of education in HRD.
- 3) To Study the importance of skill training in HRD.

Methodology: The author has used the descriptive method as well as analytical, based on analysis of secondary data.

Meaning and Importance of HRD :

Human resource development is a process of increasing knowledge, skill and the capacities of all people. Human resource is asset which yields a stream of economic benefits over their working life. An improvement in the mental capacity, skill and physical capacity of the people constitutes an increase in human capital because this enables the human factor to produce more. Some statistical investigations carried out in the western country prove that output increased higher rate than an increase in physical inputs like labour and physical capital. Main reason is the quality of human beings as productive source has been continuously improving due to improvement in education, skill, health, services etc. Therefore human resource development has playing useful role in economic development.

Indicators of HRD :

The measuring of human resource development is very difficult because it is not traded in market. Schultz enumerates some activities which contributes to the human resource development such as -

1. Expenditure on health facilities and services affect the life expectancy, strength, stamina, vigor and validity of people
2. On – the - job training by firms.
3. Formally organized education at the elementary, secondary and higher level.
4. Study programmes for adults
5. Migration of individuals and families to changing job-opportunities.

Of these indicators education has received most of the attention because it contributes most to development of human resources. According to Harbison and Myers levels of education and number of persons in high level occupation are two indicators of human resource development which are more useful for international comparison. Secondary and higher education is important for high level manpower and high level occupations include scientists, engineers, managers, teachers, doctors etc.

Education and HRD :

According to Schultz the investment in education enhance human capital formation. If this is not done and production continued with unskilled and uneducated labour the production will be fall on large scale. Modern economist in recent decade have pointed out that many Third World countries have remained underdeveloped an account of underdevelopment of human resources. For instance, the general masses in these countries are either illiterate or their level of education is very low; most of them are unskilled and untrained.

Education and skill training play vital role in human resource development. According to Todaro and Smith, education helps to creates more productive labour force and endowing with increased knowledge and skills. Education helps in providing widespread employment and income earning opportunities for teachers, schools and construction workers, textbook and paper printers, school uniforms manufactures etc. Education helps in creating a class of educated leaders to fill vacancies in government services, public corporations, private businesses and professions Education helps in providing basic skill and encourages modern attitudes in the diverse segment of the populations.

The recent theories of growth include skill as an explicit or direct factor of production. This skill may have been acquired through education and training. It may be through the process of learning new technologies on the job. Many firms provide on-the-job training to their workers. Such training has advantage that it provided fast and without cost. On-the-job training can be tailored to the leaning capacities and peculiarities of the individuals working on machines. Such training increases the skill and efficiency of the workers and also leads to increase productivity and production.

Education contributes significantly to rural development. By widening the horizons of knowledge of the rural people, it can enable them to overcome ignorance and superstitions. Adoption of new agricultural techniques and new methods of production is rendered easier if the farmers are educated. Education can be oriented as to impart skill and attitudes useful in improving the quality of family life.

Education helps in modernizing and revolutionizing the ways of thinking of the people. It enlightens them of the need to improve their standards of living and, for this purpose to restrict the size of their families. Therefore education serves as the best method of family planning in the long run. If more women get education and seek employment the fertility rate show a tendency to decline because up braining of children is a comparatively difficult task for working women.

The primary education becomes people to understanding the problem faces in improving production of farm, factory or office. The education and training of secondary school prepares people for vocational skills. It is useful in such varied professions as farming manufacturing, teaching, nursing, insurances etc. The higher education and training of collage and university enables people to contribute to the expansion of output in engineering, architecture, machine, building etc, Thus the education play important role in human resources development

HRD and Education in India :

Expenditure on education is not considered as an investment in human resources yet in Govt. plans in India. Public expenditure on education in India is most inadequate. Among the one hundred and twenty four countries for which the relevant data are available, India ranks as low as ninety seven in terms of the proportion of the public expenditure on education on GDP. (UNDP human development report 2006). As against the goal of 6 percent of GDP the total expenditure was 3.8 percent of GDP during the period 2002-05. To tackle this problem the Eleventh Plan proposes a massive increase in expenditure on education. Under the various plans education facilities have been expanded at all levels in India and as a result not only the literacy rate has risen but the percentage of children availing school education has also increased over the years. At present India have abundant facilities for higher and technical education.

Programme of universalisation of elementary education has been given a high priority to fulfill the constitutional directive of promoting universal education to all children to attaining the age of fourteen in India. For the realisation of the goal of universalisation of elementary education policy the national policy on education has stressed on retention, participation and achievement rather than more enrolment. For achieving goals Govt. of India adopted various scheme i.e Sarva Shiksha Abhiayan, National Programme for Education of Girls at Elementary Education, Kastruba Gandhi Balika vidyalaya, National programmes of Mid - Day meals in schools etc.

Up to lower secondary education free in several state and union territories. But the gross enrollement ratio is only 39.91 percent while drop out rate is high as 62 percent in 2004-05. This shows that spread of secondary education in India is quite

limited. For making more meaningful a scheme of vocationalization of secondary education started in seventh plan. Another scheme aiming at improvement of science education was started. The Ninth plan laid emphasis on the revision of curricula so as to relate these to work opportunities.

The higher and university education is more important form the point of view of human resource development. But the gross enrollment ratio in India around all 11 percent to the world average of 23.2 percent, 36.5 percent for countries in transition, 54.6 percent the developed countries and 22 percent for Asian countries. In India system of higher education suffering from some weakness like as deterioration of academic standards, outdated curriculum, lack of adequate support for research etc. There are wide disparities between rural and urban area. Technical education including management education is one of the most effective to create skilled manpower required for development of a country. At present there is imbalances and distortions in the are of technical education in India. Over the year quantitative expansion of technical education has lowered the standard and now no there is a structural imbalance in skill requirement of the business sector and the traditional curriculum followed by these institutions. The infrastructural facilities available in most of these institutions are inadequate and yet there has been enormous increase in public expenditure on technical education.

Findings of the Study:

1. Public expenditure on education in India is most inadequate.
2. The expansion of higher education has been completely unplanned, unwieldy and chaotic.
3. There is imbalance and distortions in the area of technical education in India.
4. The development of all levels of education in India was quantitative rather than qualitative.

Conclusion:

The role of human resources in economic development is very important. Investment in education and skill training promote economic development. Therefore education and training play vital role in the development of human resources. But expenditure on education is not considered as an investment in human resources yet in Govt. Plans in India. There is need of more efforts should be made for investment in quality education for development of human resources in India.

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